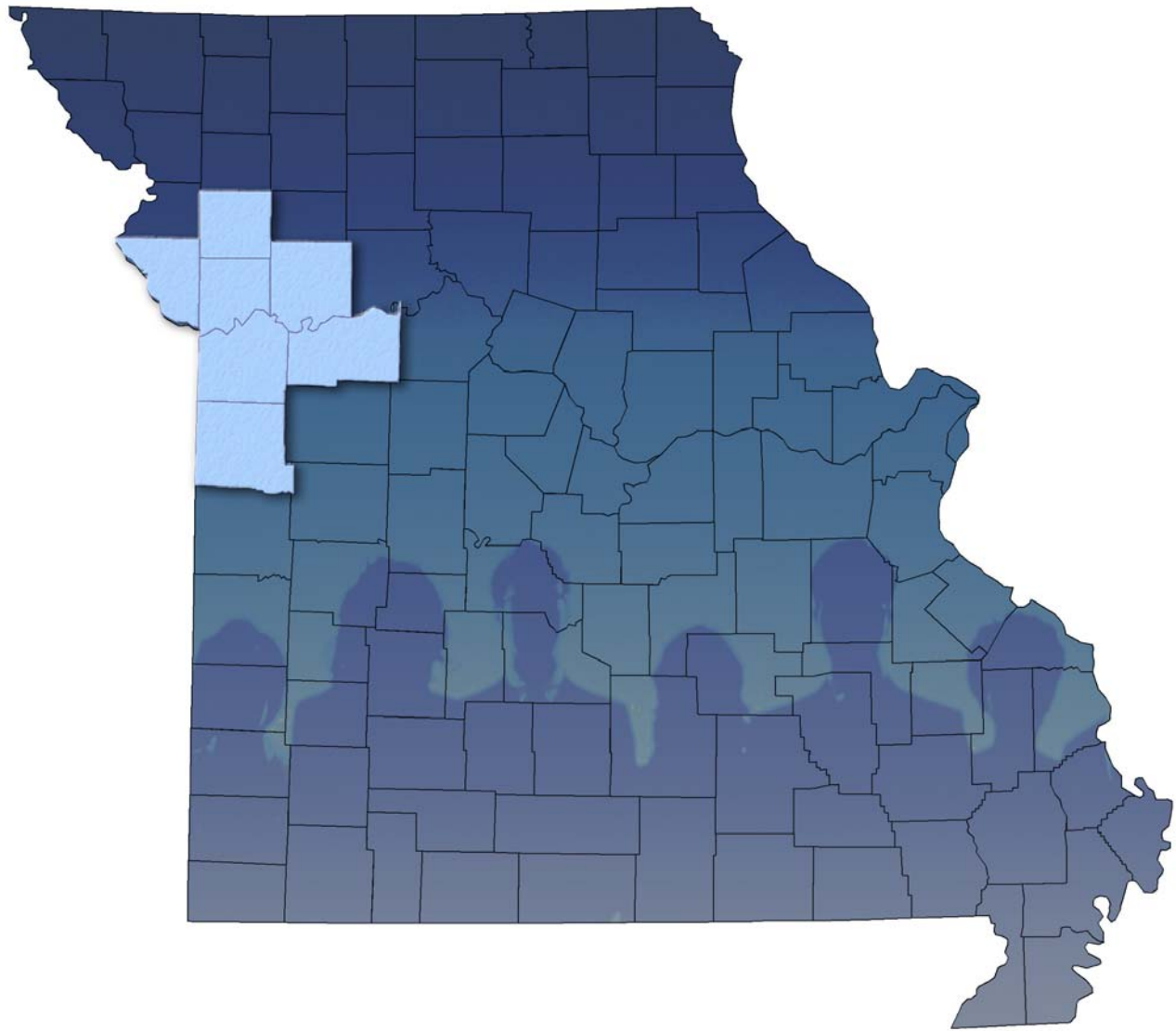


Missouri

Workforce Gap Analysis: Needs Assessment



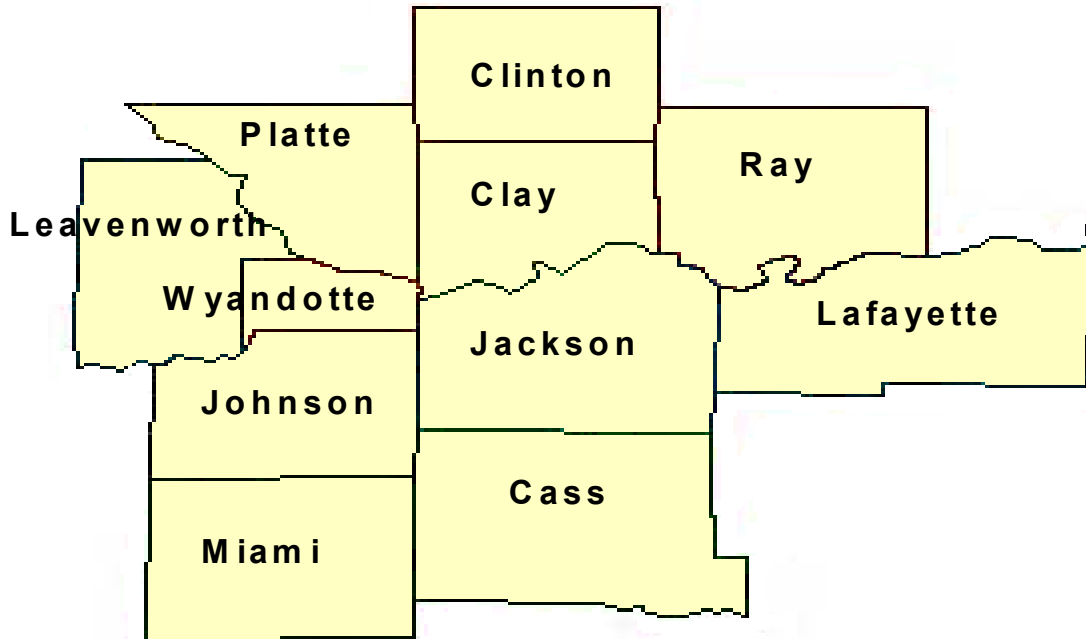
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Kansas City MSA Region

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MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT
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The Kansas City MSA Region



The Kansas City MO-KS Metropolitan Statistical Area (MSA) includes Jackson, Cass, Clay, Clinton, Lafayette, Platte and Ray counties in Missouri. Johnson, Leavenworth, Miami and Wyandotte counties are on the Kansas state side. The Missouri portion of the MSA accounts for 20% of the state's workforce.

Kansas City boasts more fountains than any other city except Rome and more boulevards than any except Paris. Its 1,769-acre Swope Park is one of the largest urban parks in America. However, Kansas City is perhaps best known for its steaks, barbecue, and jazz.

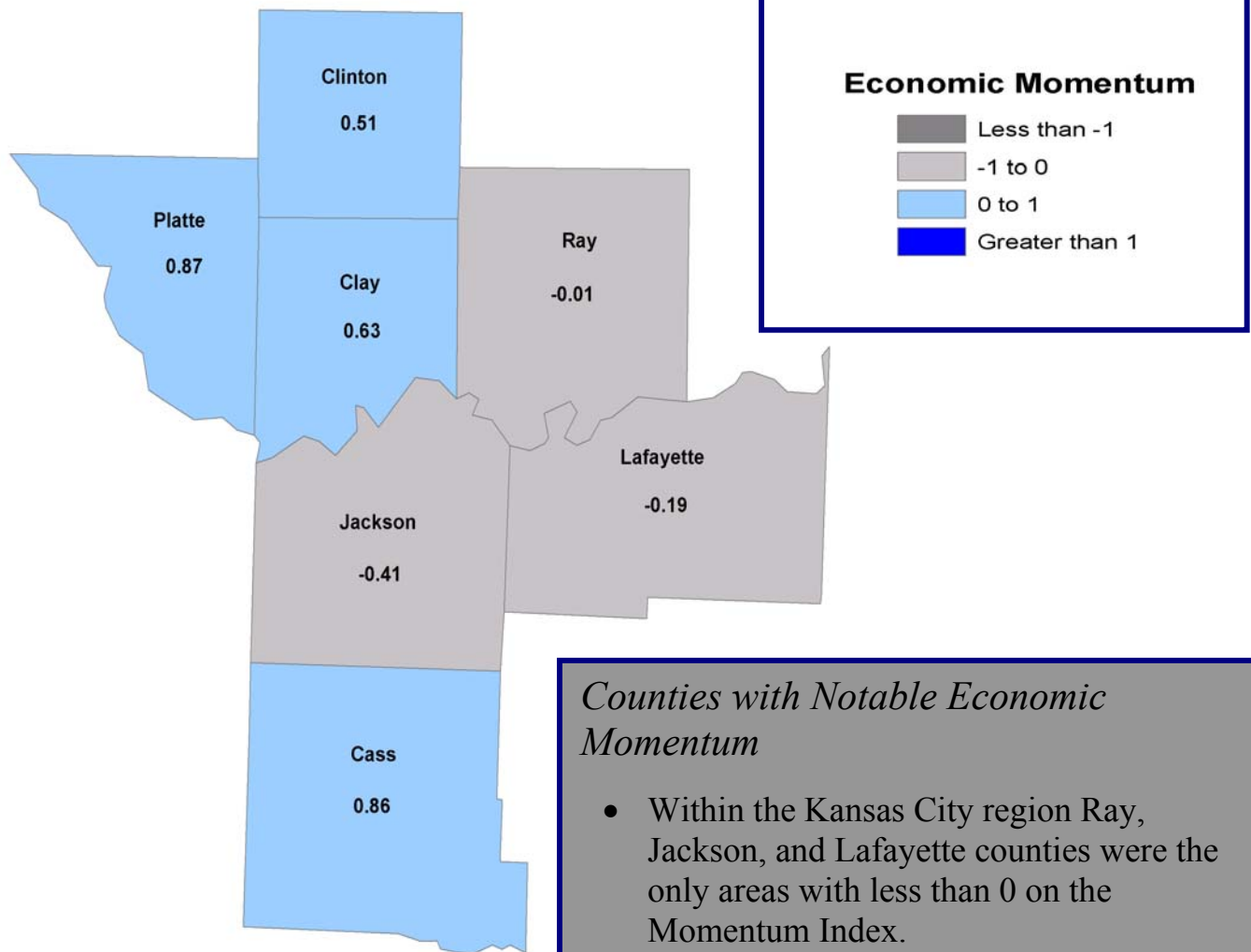
The Workforce Gap Analysis Needs Assessment for the Kansas City MSA shows that:

- Four of the seven counties in the Kansas City MSA have above average economic momentum.
- Clinton, Ray, Jackson, and Lafayette counties had higher unemployment rates than both the state (5.8%) and national rates (5.7%) in July of 2004.
- Poverty was much lower in the Kansas City region (9.59%) than the Missouri average (11.74%) in 2000.
- The percentage of Kansas City region workers earning a salary meeting the self-sufficiency standard is 53.76% for an adult with an infant, 38.91% for an adult with two children, 27.15% for two adults with two infants, and 16.03% for two adults with three children.
- The largest employing industries in the Kansas City MSA include: retail trade, state/local government, and construction. The fastest growing industries in the region include: Internet services/data processing, and social assistance. The highest paying industries in the Kansas City MSA include: utilities, pipeline transportation, and beverage/tobacco product manufacturing.
- Occupations with the largest number of annual openings include: retail sales workers, cashiers, and food preparation/serving workers. These occupations have many openings each year, but pay less than \$15,000/year. The exception is registered nurses, which pay above average wages of \$34,000/year and require at a minimum an Associates Degree.
- Kansas City MSA workers laid off due to lack of work seem to fluctuate in terms of being able to gain more than their pre-layoff wage over a time period of six quarters. Workers laid off due to being fired or having quit however seem to increasingly earn at least 90% of their pre-layoff earnings.
- Top new businesses formed in the Kansas City region in 2003 were in the construction, professional/scientific services, and retail trade sectors.
- A significant number of workers in Cass and Ray counties commute 34 to 48 minutes to work, indicating that many of those residents work outside their respective counties.
- The Educational Services sector has over 19% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

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What is Economic Momentum?

The Economic Momentum of an area is based on growth in employment, population, and income. An index score of “0” means that the county grew at the same rate as the state. The index thereby indicates areas of strong and weak economic momentum.



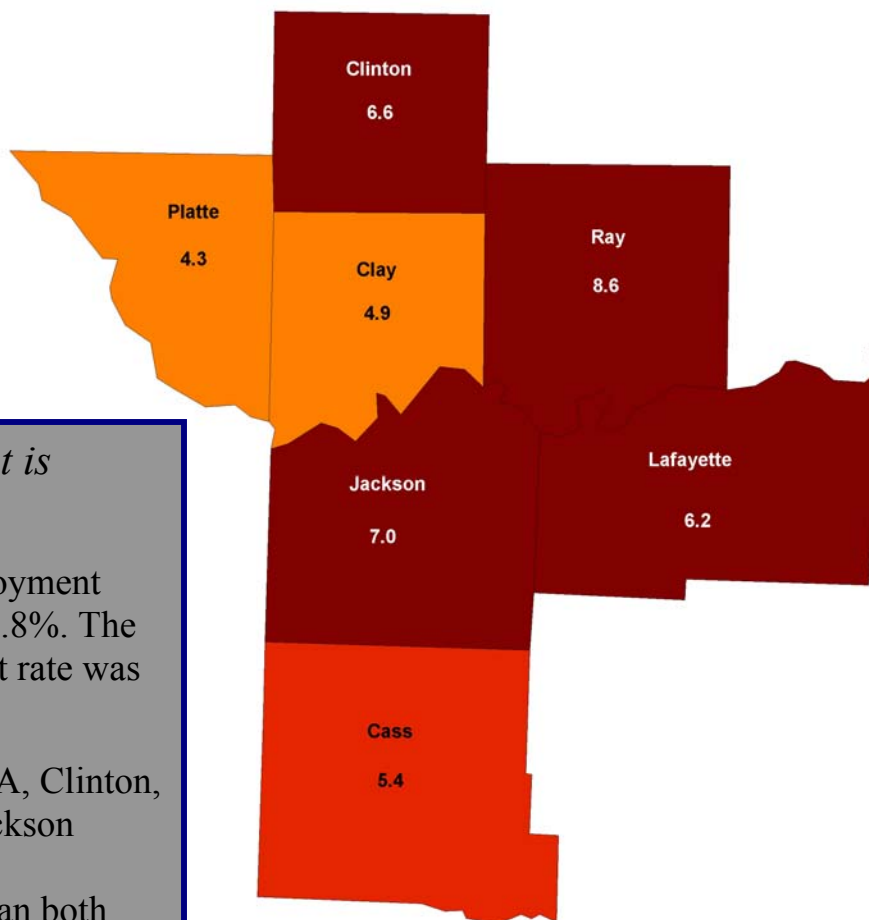
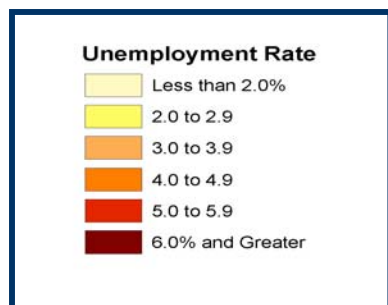
Counties with Notable Economic Momentum

- Within the Kansas City region Ray, Jackson, and Lafayette counties were the only areas with less than 0 on the Momentum Index.
- Platte County had the highest Momentum Index score of .87 when compared to the rest of the region.

Source: MERIC, U.S. Bureau of Labor Statistics, U.S. Census Bureau, & U.S. Bureau of Economic Analysis

Workers Without Jobs

The unemployed population is defined as those who are over the age of 16 who were not working and were available for work. The unemployment rate is measured by calculating the number of unemployed persons as a percentage of the total labor force.



Percent of Population that is Unemployed

- The July 2004 unemployment rate for Missouri was 5.8%. The national unemployment rate was 5.7% for July 2004.
- In the Kansas City MSA, Clinton, Ray, Lafayette, and Jackson counties have higher unemployment rates than both the state and national averages.
- Across most of the region, unemployment rates decreased from July 2003-2004. Clinton and Ray counties, however, saw increases in unemployment.

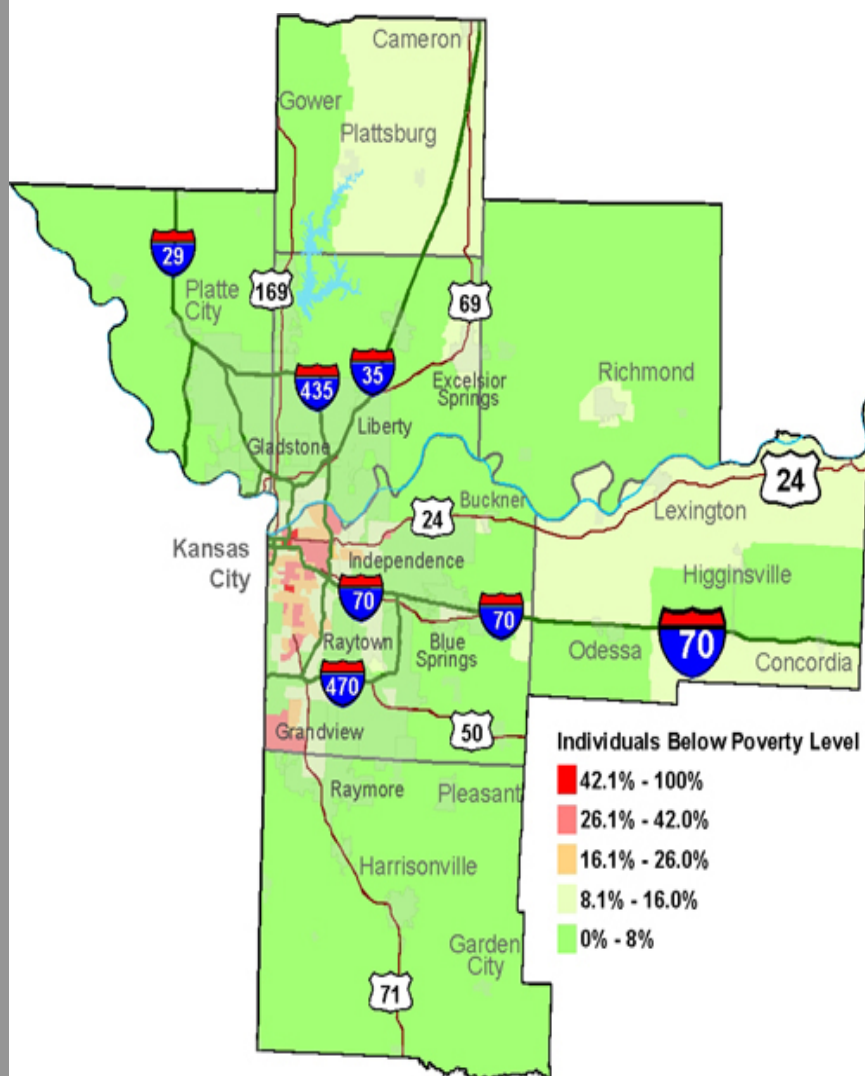
Source: MERIC, with U.S. Bureau of Labor Statistics

Area	Jul-04				Jul-03
	Labor Force	Employment	Unemployment	Rate	Rate
Cass	49,071	46,406	2,665	5.40%	5.60%
Clay	116,317	110,621	5,696	4.90%	5.00%
Clinton	10,246	9,573	673	6.60%	6.00%
Jackson	377,870	351,346	26,524	7.00%	7.30%
Lafayette	17,138	16,069	1,069	6.20%	6.40%
Platte	48,904	46,779	2,125	4.30%	4.50%
Ray	12,054	11,015	1,039	8.60%	7.30%

Regional Poverty

Department of
Economic Development

The poverty rate for a region is measured by the percentage of adults considered to be in poverty. The standards for poverty are set by the Federal government.



This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Percent of Population in Poverty

- The percentage of the total Kansas City MSA region population that was categorized as being in a state of poverty was 9.59% in 2000.
- The overall Missouri poverty rate for the same time period was 11.74%, somewhat higher than the rate for the Kansas City MSA region.

What do these numbers mean?

- Individuals in the Kansas City MSA region may have higher wages and annual incomes than other regions in Missouri.
- Poverty is mostly concentrated in the metro areas of the region.

Source: MERIC, using U.S. Census Data

Necessary Wages for Essential Needs

The Self-Sufficiency Standard for Missouri charts the actual costs of living and working in the region. It measures how much income a family needs to pay for housing, food, childcare, healthcare, transportation and taxes-if they do not receive any help from relatives, friends or the government-based on the ages, as well as number, of children in each household, and the family's geographic location.

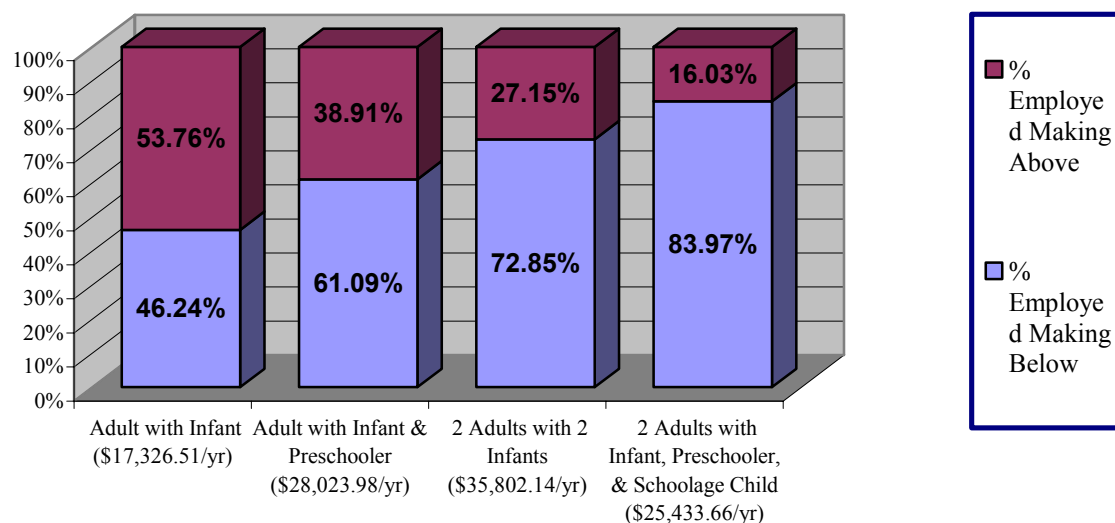
Self-Sufficiency Standard for the Kansas City Metro Region						
County	Adult**	Adult with Infant**	Adult with Infant and Preschooler**	2 Adults**	2 Adults with 2 Infants**	2 Adults with Infant, Preschooler and Schoolage child**
County	Annual	Annual	Annual	Annual	Annual	Annual
Cass County	\$17,202.96	\$27,711.12	\$36,169.08	\$25,042.68	\$42,539.52	\$54,518.52
Clay County	\$17,423.28	\$30,118.56	\$38,891.40	\$25,728.36	\$45,750.24	\$57,878.64
Clinton County	\$17,116.56	\$24,254.64	\$30,892.32	\$24,899.28	\$37,348.08	\$48,207.96
Jackson County	\$17,373.12	\$30,802.08	\$39,319.92	\$25,582.92	\$47,246.52	\$57,709.56
Lafayette County	\$17,441.88	\$25,954.20	\$31,839.36	\$25,759.44	\$39,172.44	\$49,353.48
Platte County	\$17,261.16	\$30,783.36	\$40,058.76	\$25,221.60	\$47,611.56	\$59,864.04
Ray County	\$17,466.60	\$26,543.88	\$33,444.12	\$25,801.32	\$40,063.20	\$49,897.56
Average	\$17,326.51	\$28,023.98	\$35,802.14	\$25,433.66	\$42,818.79	\$53,918.54

Source: MERIC

**Original report by Diana Pearce, Ph..D. with Jennifer Brooks.

Are Employed Persons in the Kansas City MSA Making Self-Sufficiency Wages?

% of Workers Earning the Self-Sufficiency Wage in the Kansas City Region



Regional Industry Overview

Department of
Economic Development

Top Employing Industries

The largest employing industries in the Kansas City MSA include: *retail trade, state/local government, construction, and professional/technical services.*

In terms of national competitiveness, the hospital and wholesale trade sectors are the most competitive while the ambulatory health care services sector is the least competitive.

KANSAS CITY MSA - TOP EMPLOYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Retail trade	79,967	5.32	\$18,560	0.99	(0.00)
State & Local Gov	73,335	6.53	\$36,645	0.90	(0.02)
Construction	45,203	1.18	\$33,081	1.06	(0.01)
Prof, tech services	43,992	10.72	\$46,171	0.98	0.00
Food services, drinking places	42,986	11.93	\$11,600	1.07	0.01
Administrative, support services	37,671	14.05	\$16,891	0.93	(0.03)
Wholesale trade	29,822	(3.81)	\$44,114	1.09	(0.02)
Real estate	22,334	(0.48)	\$11,019	1.06	0.01
Hospitals	21,599	3.35	\$37,762	1.12	(0.01)
Ambulatory health care services	21,049	21.85	\$40,826	0.82	(0.02)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Top Employers in Kansas City MSA by Employees (5,000 + workers)

Company	Description	NAICS
CERNER CORP	MISC AMBULATORY HEALTH CARE SVCS	62199918
FORD MOTOR CO ASSEMBLY PLANT	AUTOMOBILE MFG	33611103
HALLMARK CARDS INC	OTHER COMMERCIAL PRINTING	32311912
KANSAS CITY CITY HALL	EXECUTIVE OFFICES	92111001
KANSAS CITY MAGNET SCHOOLS	ELEMENTARY & SECONDARY SCHOOLS	61111007
US HEALTH & HUMAN SVC DEPT	ADMINISTRATION OF PUBLIC HEALTH PROGRAMS	92312003
KANSAS CITY INTL AIRPORT	OTHER AIRPORT OPERATIONS	48811907

Fast Growing Industries

The fastest growing industries in the Kansas City MSA include: *Internet services/data processing, social assistance, and nursing/residential care facilities.*

Most of the fast growing industries pay low wages and are not nationally competitive. However, the Internet services/data processing sector pays above average wages and is one of the area's most nationally competitive industries.

KANSAS CITY MSA - TOP GROWING INDUSTRIES

INDUSTRY - NAICS	JOB	PCT CHG	AVERAGE	US COMPETITIVENESS	
	2002.00	2002-2012	WAGE	LQ	CHANGE
Internet serv, data proc, other	5,092	30.23	\$43,857	1.93	0.04
Social assistance	11,822	27.18	\$9,176	0.92	0.01
Nursing, residential care facilities	10,591	23.53	\$19,445	0.83	(0.00)
Nonmetallic mineral prod mfg	1,395	22.11	\$36,686	0.60	0.14
Waste mgmnt, remed services	1,425	21.89	\$34,969	0.92	(0.03)
Ambulatory health care services	21,049	21.85	\$40,826	0.82	(0.02)
Rental, leasing services	3,458	20.45	\$26,337	0.90	0.02
Amusement, gambling, recreation	10,622	19.68	\$15,620	1.52	0.03
Educational services	10,685	19.46	\$19,627	0.76	0.01
Motion picture, sound rec	1,097	17.24	\$13,795	0.57	(0.03)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Top Paying Industries

The highest paying industries in the Kansas City MSA include: *utilities, pipeline transportation, beverage/tobacco product manufacturing, and federal civilian sectors.*

Each industry included in this table pays higher than average wages of \$40,000 and above.

KANSAS CITY MSA - TOP PAYING INDUSTRIES

INDUSTRY - NAICS	JOB	PCT CHG	AVERAGE	US COMPETITIVENESS	
	2002.00	2002-2012	WAGE	LQ	CHANGE
Utilities	3,724	(18.93)	\$81,736	1.33	(0.06)
Pipeline transportation	47	(14.89)	\$77,476	0.26	0.00
Beverage, tobacco prod mfg	700	(21.55)	\$74,155	0.75	(0.04)
Federal Civilian	17,452	2.97	\$73,795	1.46	0.07
Mgmnt of companies, enterprises	11,956	(2.78)	\$64,791	1.57	0.01
Rail transportation	897	(15.38)	\$62,561	1.03	0.05
Motor vehicle mfg	5,365	(11.87)	\$56,690	1.05	0.04
Chemical mfg	4,725	(21.97)	\$53,509	1.13	(0.09)
Petroleum, coal prod mfg	516	(18.64)	\$51,177	0.96	0.03
Transp equip mfg. exc. motor veh	2,099	(14.85)	\$49,639	0.69	0.02

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

Top Openings by Occupation

Occupations with the largest number of annual openings (new jobs + replacements) include:

- Retail sales workers, cashiers, food preparation and serving workers, waiters and waitresses, and office clerks.

Although these occupations have over 100 openings each year, they pay very low wages, less than \$18,000 per year, and require minimal education and experience.

The exception is registered nurses, which have nearly 640 annual openings yet pay above average wages of \$34,000 per year and require at a minimum an Associates Degree.

KANSAS CITY MSA - TOP OPENINGS BY OCCUPATION

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Combined Food Preparation and Serving Workers	30.85	1,557	\$12,440	\$14,956	Short-term on-the-job training
Retail Salespersons	11.12	1,452	\$12,917	\$20,294	Short-term on-the-job training
Cashiers	14.63	1,321	\$12,224	\$15,444	Short-term on-the-job training
Waiters and Waitresses	18.97	1,222	\$12,202	\$14,592	Short-term on-the-job training
Office Clerks, General	12.21	729	\$17,007	\$23,230	Short-term on-the-job training
Customer Service Representatives	23.72	673	\$19,097	\$27,428	Moderate-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	8.27	654	\$14,518	\$20,688	Short-term on-the-job training
Registered Nurses	19.16	644	\$34,951	\$45,661	Associate degree
Stock Clerks and Order Fillers	6.83	612	\$15,329	\$21,987	Short-term on-the-job training
General and Operations Managers	10.14	527	\$40,204	\$76,644	Work experience plus bachelor's

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

How Job Openings Affect the Region

- Based on this information, the highest demand jobs over the next ten years will require minimal skills or on-the-job training, thus not placing major strains on the local educational system.
- However, the need for about 640 RNs each year over the next decade will require local educational institutions to expand or develop nursing programs to fill this need; or the Kansas City MSA will have to recruit nurses from outside the region.

Fastest Growing Occupations

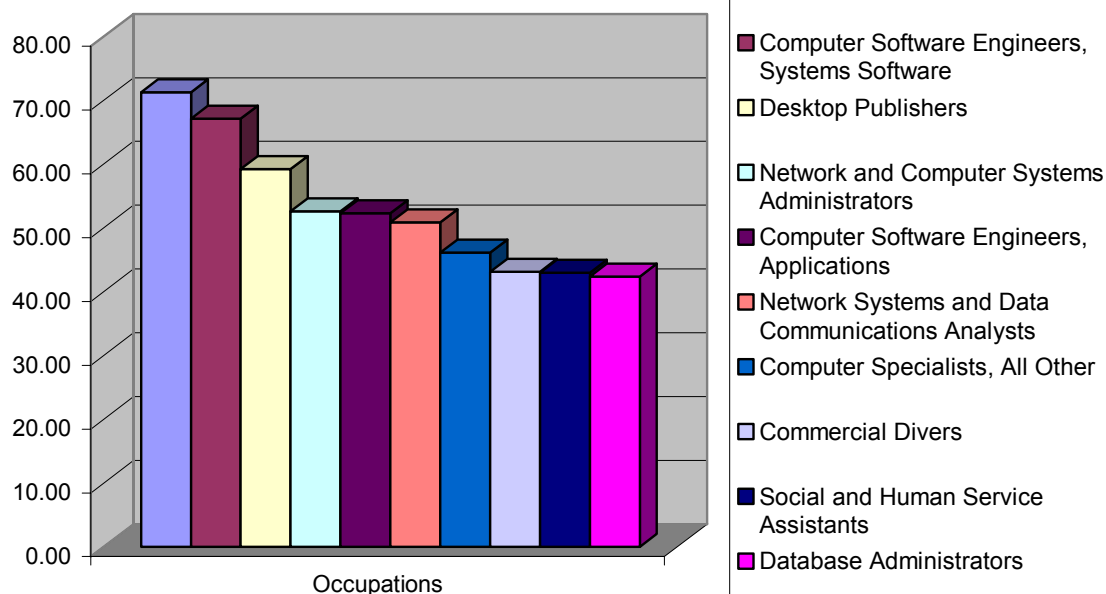
The fastest growing occupations in the Kansas City MSA are related to computer networking, data communications, and information technology careers. Although the employment base and number of openings are small, these occupations generally pay higher wages.

KANSAS CITY MSA - TOP GROWING OCCUPATIONS

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Computer Support Specialists	71.25	372	\$26,071	\$39,479	Associate degree
Computer Software Engineers, Systems Software	67.09	129	\$48,990	\$67,015	Bachelor's degree
Desktop Publishers	59.18	27	\$24,956	\$34,329	Postsecondary vocational training
Network and Computer Systems Administrators	52.62	164	\$35,268	\$50,041	Bachelor's degree
Computer Software Engineers, Applications	52.27	315	\$53,866	\$69,288	Bachelor's degree
Network Systems and Data Communications Analysts	50.89	68	\$36,505	\$53,866	Bachelor's degree
Computer Specialists, All Other	46.10	75	\$32,157	\$63,798	Postsecondary vocational training
Commercial Divers	43.09	ND	ND	ND	Postsecondary vocational training
Social and Human Service Assistants	42.94	58	\$16,428	\$24,832	Moderate-term on-the-job training
Database Administrators	42.40	45	\$33,424	\$51,854	Bachelor's degree

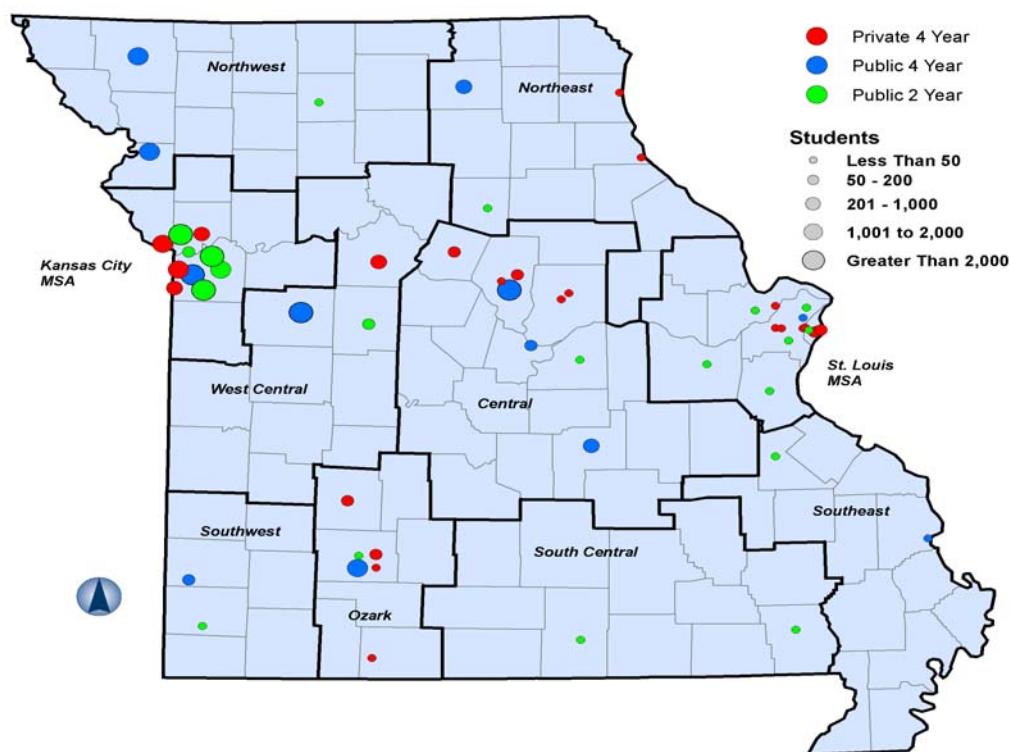
SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOOL

Percent Change of Top Growing Occupations



The number of students from the Kansas City region that go on to attend college describes whether or not local high school graduates go inside or outside the region to meet their post-secondary educational needs.

Where High School Students from the Region go to College



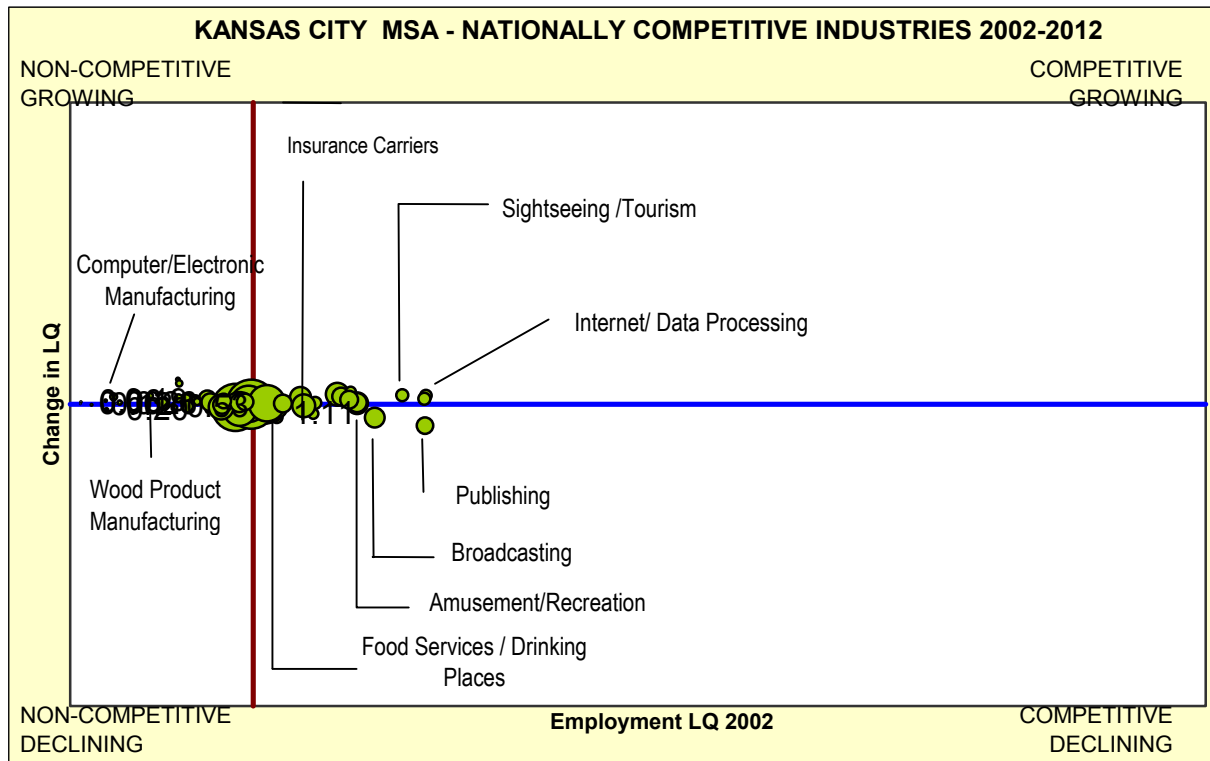
Post-Secondary Institutions with 20 or More Undergraduates from the Kansas City Region (1999-2003)

20-50 students	50-100 students	100-250 students	250-500 students	500-1000 students	1000-2000 students	2000-4000 students	4000-6500 students
Wash. Univ.	State Fair CC	MVC	UMR	Avila College	Blue River	Penn Valley	Longview
Coll. of the Ozarks	SLU	SW Baptist		William Jewell	SMSU	Central MSU	UMKC
SEMO	Webster	Missouri Southern		Truman State	Northwest MSU	UM-Columbia	Maple Woods
OTC	Central Meth. Univ.	Lincoln			Park University		
Stephens	Drury	Metro Business/Tech.			MO Western State		
North Central MO		Columbia College			Rockhurst		
Westminster							
Lindenwood							
UMSL							
Hannibal – Lagrange							
William Woods							

Source: Statistical Summary of Higher Education

Industries Competing On a National Level

The Kansas City MSA has 30 nationally competitive industries, of which 20 are growing and 10 are declining. Competitiveness means that the Kansas City MSA has a competitive advantage in these industries relative to the rest of the United States, indicating that the MSA is highly specialized in these sectors in terms of value-added.



The top competitive and growing industries include:

- ***Warehousing/storage, internet/data processing, sightseeing/tourism, insurance carriers, management of companies/enterprises, paper manufacturing, and amusement/gambling and recreation services.***

It is expected that these industries will continue to be the competitive drivers of the Kansas City MSA economy.

The top competitive but declining industries include:

- Publishing, broadcasting, printing/related support activities, and utilities.

These industries are in danger of losing their competitive advantage, to the detriment of the Kansas City MSA.

Regional Target Industries

Department of
Economic Development

How are Life Science Industries defined?

Life Science Industries are those industries that use life-saving and life-enhancing technologies to improve the quality of life for people. These companies employed 5.57% (145,698) of the state's total workforce in 2003. The concentration of Life Science Industries in the Kansas City region during the same time period was 16.50% of the state's total Life Science Employment.

Employment in Life Sciences (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Cass	398	28	\$32,173.86
Clay	748	45	\$36,852.38
Clinton	326	5	\$26,345.96
Jackson	21234	203	\$43,692.94
Lafayette	273	10	\$31,727.82
Platte	1036	33	\$44,606.17
Ray	27	4	\$18,341.46
Kansas City MSA	24041	327	\$42,929.38

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

What are Advanced Manufacturing Industries?

High-Technology Industries that fall within the manufacturing sector are considered Advanced Manufacturing. During 2003, Advanced Manufacturing industries employed 4.13% (108,089) of the state's total workforce. The concentration of Advanced Manufacturing Industries in the Kansas City region during the same time period was 17.06% of the state's total Advanced Manufacturing Employment.

Employment in Advanced Manufacturing (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Cass	235	15	\$32,399.57
Clay	6640	43	\$74,282.16
Clinton	N/D	N/D	N/D
Jackson	10941	189	\$50,980.72
Lafayette	120	5	\$33,110.96
Platte	455	20	\$49,991.89
Ray	N/D	N/D	N/D
Kansas City MSA	18444	277	\$58,942.28

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

Regional Critical & In-Danger Occupations

Competitive and Growing Occupations

The occupations in a region that are competitive on a national scale and are in industries that show strong growth in terms of new job openings are important in terms of the fact that such industries are and will continue to be the competitive drivers of the Kansas City MSA economy. The staffing patterns within each of these critical industries can show which occupations are critical in terms of continuing the region's high specialization in these sectors.

Kansas City Critical Occupations (Competitive-Growing)			
SIC	Industry	SOC	Occupations
422	Warehousing, storage	53-7062	Laborers & Freight, Stock, & Material Movers, Hand
737	Internet serv, data proc, other	15-1021	Computer Programmers
411,448,799	Scenic, sightseeing transp; supp	53-3041	Taxi Drivers & Chauffeurs
621,679,628	Sec, comm contracts, inv	41-3031	Securities, Commodities, & Financial Services Sales Agents
261,265,267	Paper mfg	51-9196	Paper Goods Machine Setters, Operators, & Tenders
799	Amusement, gambling, recreation	39-3011	Gaming Dealers
34	Fabricated metal prod mfg	49-9042	Maintenance & Repair Workers, General
921	Federal Civilian	*considered un-covered employment by UI laws of Missouri	
308,306	Plastics, rubber prod mfg	51-9041	Extruding, Forming, & Pressing Machine Setters & Operators
721	Personal, laundry services	51-6011	Laundry & Dry-Cleaning Workers

Source: MERIC, U.S. Bureau of Labor Statistics

Non-Competitive and Declining Occupations

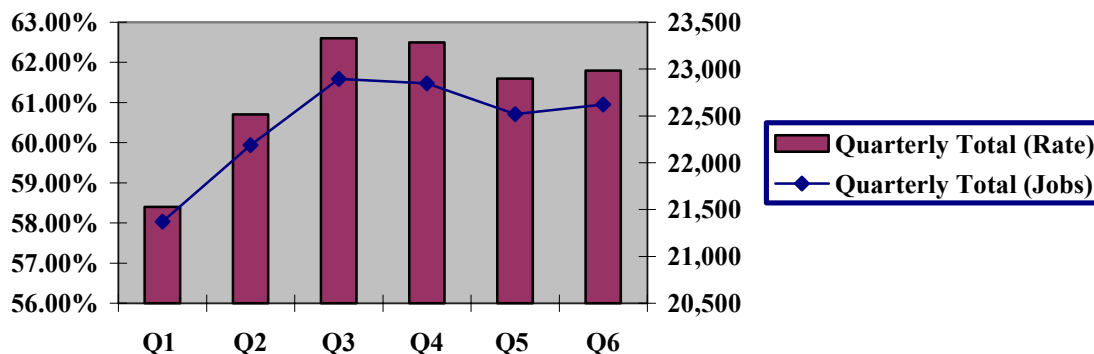
Likewise the occupations in a regions that are not competitive on a national scale or within industries that show declining growth in terms of new job openings are important for both currently employed workers in those occupations and for job seekers deciding which career paths to move toward.

Kansas City In-Danger Occupations (Non-Competitive Declining)			
SIC	Industry	SOC	Occupations
42,49	Waste mgmnt, remed services	53-3032	Truck Drivers, Heavy & Tractor-Trailer
91	State & Local Gov	*considered un-covered employment by UI laws of Missouri	
805	Nursing, residential care facilities	31-1012	Nursing Aides, Orderlies, & Attendants
804,801,809	Ambulatory health care services	29-1069	Physicians & Surgeons, All Other
208	Beverage, tobacco prod mfg	51-9111	Packaging & Filling Machine Operators & Tenders
20	Food mfg	53-7064	Packers & Packagers, Hand
782,738	Motion picture, sound rec	35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop
227,229,239	Textile prod mills	51-9031	Cutters & Trimmers, Hand
23	Apparel mfg	51-6031	Sewing Machine Operators
8	Forestry et al.	*considered un-covered employment by UI laws of Missouri	

Percentage of Laid-off Workers That Find Jobs

The number of workers that find jobs after being laid off is measured up to six quarters after the initial layoff occurs.

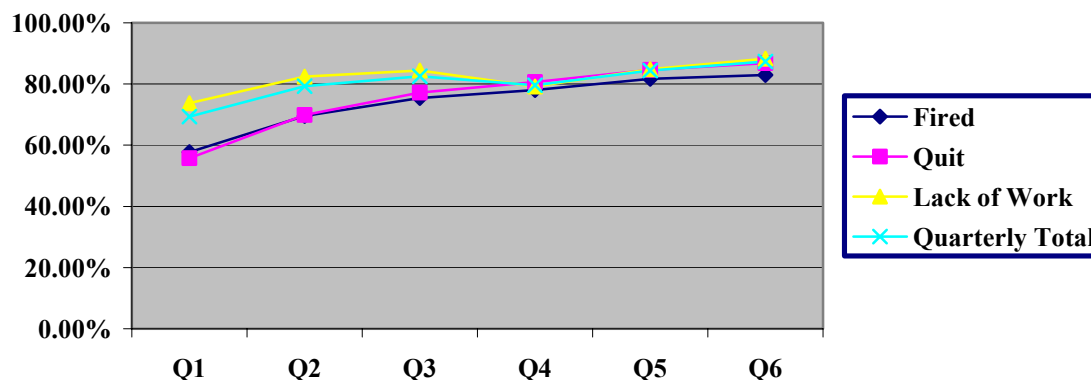
Kansas City Region: Re-employment of Laid-off Workers (2002)



Worker Salaries Before and After Layoffs Occur

Kansas City MSA workers laid off due to lack of work seem to fluctuate in terms of being able to gain more than their pre-layoff wage over a time period of six quarters. Workers laid off due to being fire or having quit however seem to increasingly earn at least 90% of their pre-layoff earnings.

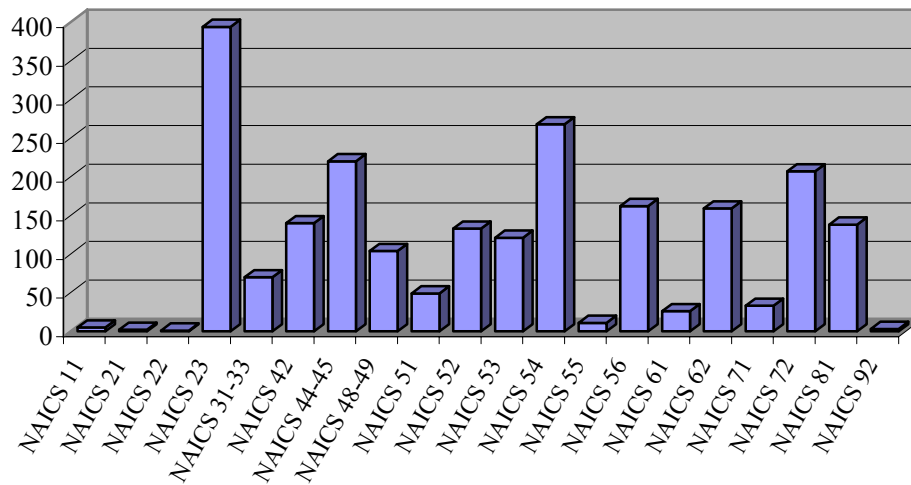
Post-Layoff Wage as a Percentage of Pre-Layoff Wage (2002)



The Impact of New Businesses Formations for a Region

The number of new businesses that formed in the Kansas City region in 2003 was headed by businesses in the construction, professional/scientific services, and retail trade sectors. Construction businesses saw the largest increase with over 394 new businesses forming in the region in 2003.

New Business Formations in Kansas City MSA by Industry



NAICS 11	Agr., Forest., Fishing & Hunting Support Activ
NAICS 21	Mining, Except Oil and Gas
NAICS 22	Utilities
NAICS 23	Construction
NAICS 31-33	Manufacturing
NAICS 42	Wholesale Trade
NAICS 44-45	Retail Trade
NAICS 48-49	Transportation & Warehousing
NAICS 51	Information
NAICS 52	Finance & Insurance
NAICS 53	Real Estate, Rental, & Leasing
NAICS 54	Professional, Scientific, & Technical Services
NAICS 55	Management of Companies & Enterprises
NAICS 56	Administrative, Support, & Waste Services
NAICS 61	Educational Services
NAICS 62	Health Care & Social Assistance
NAICS 71	Arts, Entertainment, & Recreation
NAICS 72	Accommodation & Food Services
NAICS 81	Other Services
NAICS 92	Public Administration

Source: MERIC, U.S. Bureau of Labor Statistics

Businesses With Slower Formation Growth

New business formation in the agricultural activities, mining, utilities, management of companies, and public administration sectors was considerably low in the Kansas City region in 2003.

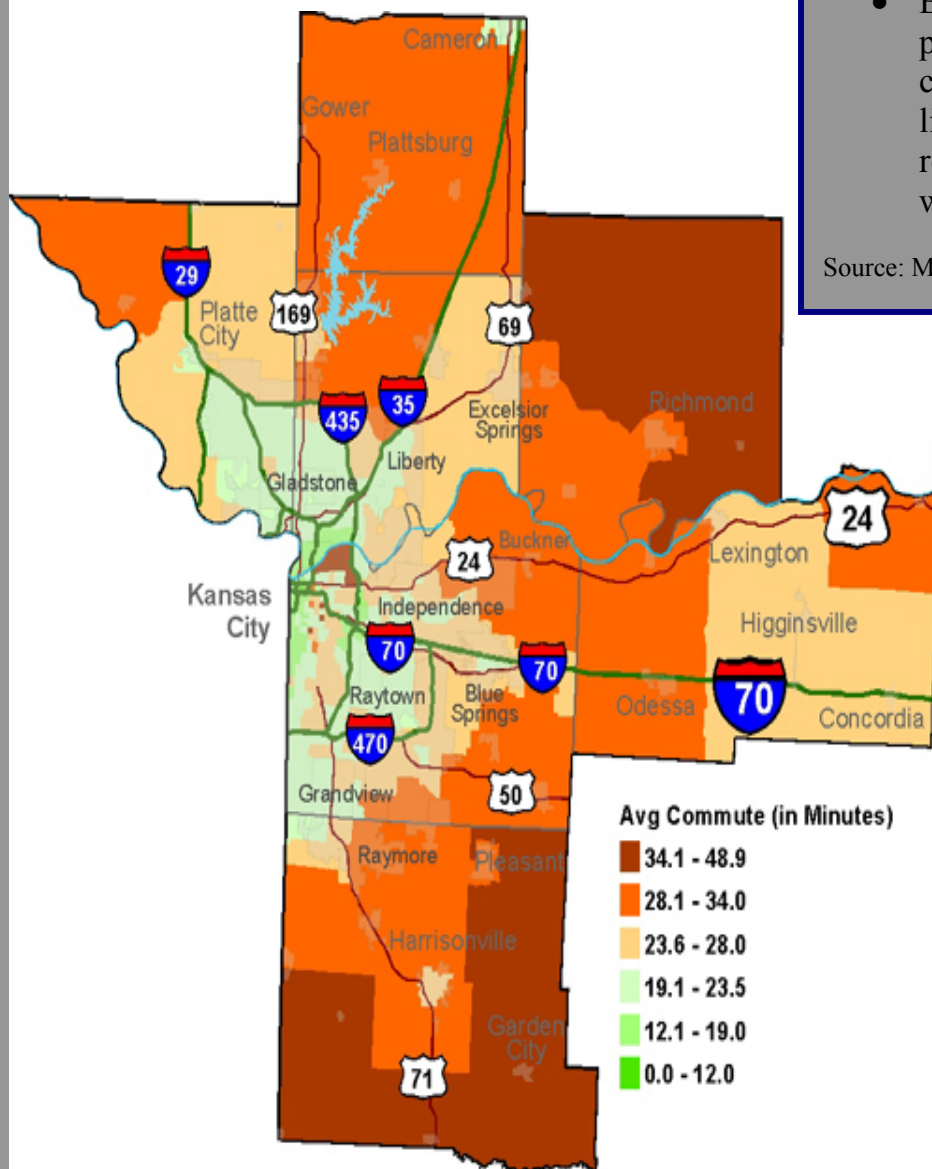
Driving to Work in the Region

The time that it takes a worker to commute to their occupation reflects the availability of jobs located within a region.

The Time That it Takes Workers To Commute Within the Region

- A significant number of workers in Ray and Cass counties have an average 34 to 48 minute commute to work.
- Based on the commuting patterns of workers in those counties, workers are most likely driving outside their respective counties for work.

Source: MERIC, using U.S. Census Data

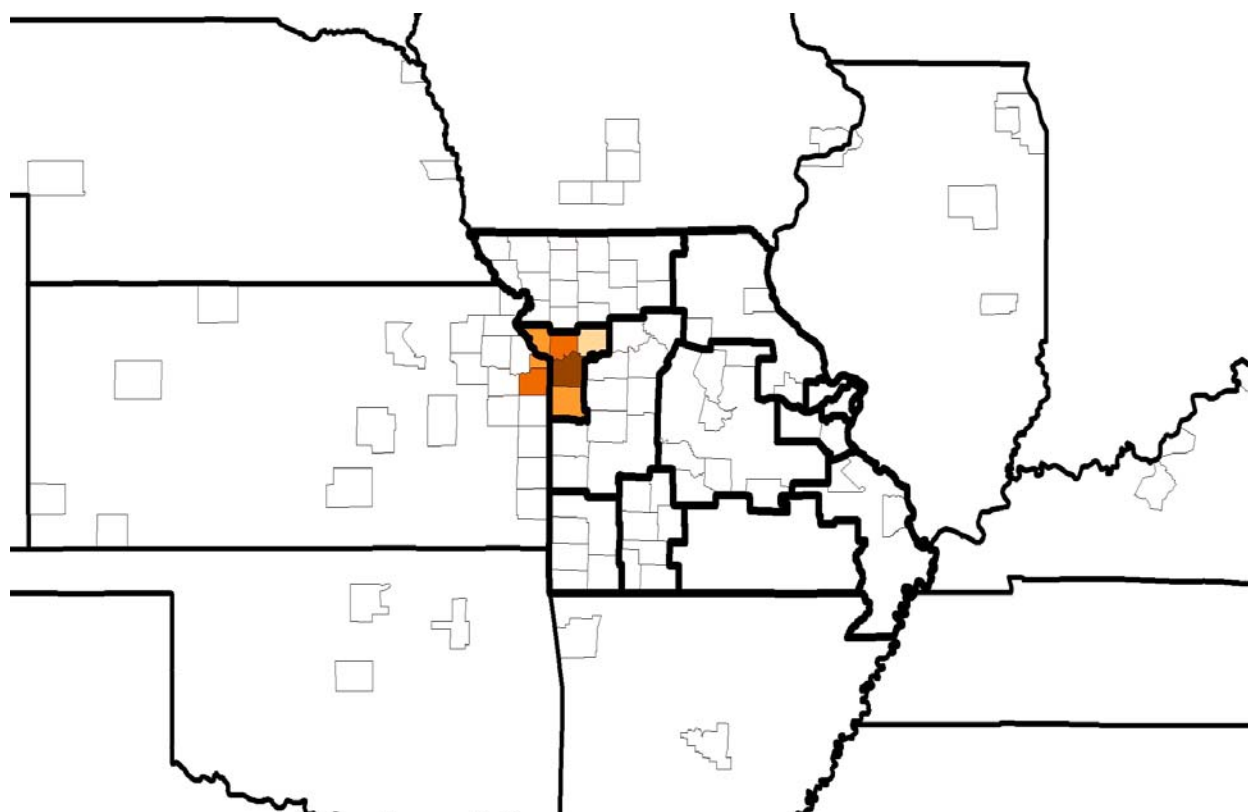


This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Workers Commuting In and Out of the Region

- There is not a significant number of workers that commute outside of the Kansas City region to work.
- The map indicates that most Kansas City residents are able to find employment either in or near the county where they live.

Source: MERIC, using U.S. Census Data



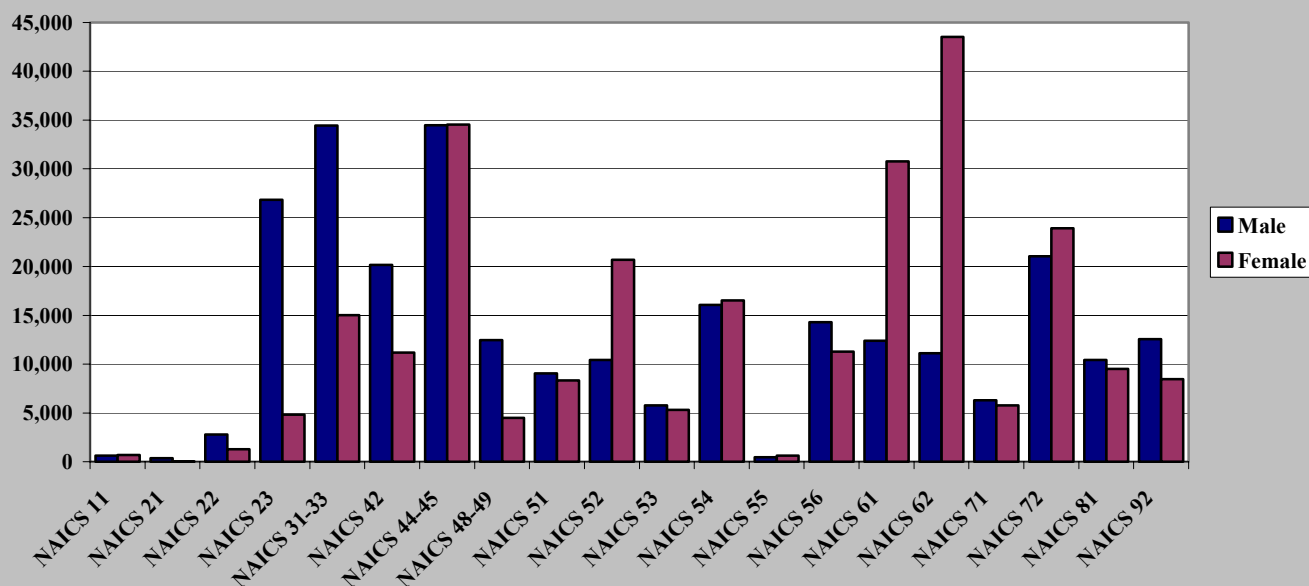
Kansas City MSA



Composition of the Workforce

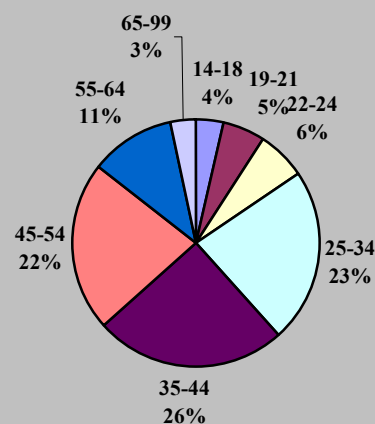
The Kansas City region's workforce can be broken down in terms of age and gender composition by industry. The Kansas City region's construction, manufacturing, and wholesale trade sectors are predominantly staffed by male workers. The healthcare, educational services, and finance/insurance services sectors have mostly female workers.

Makeup of the Kansas City MSA Workforce by Major Industry and Gender



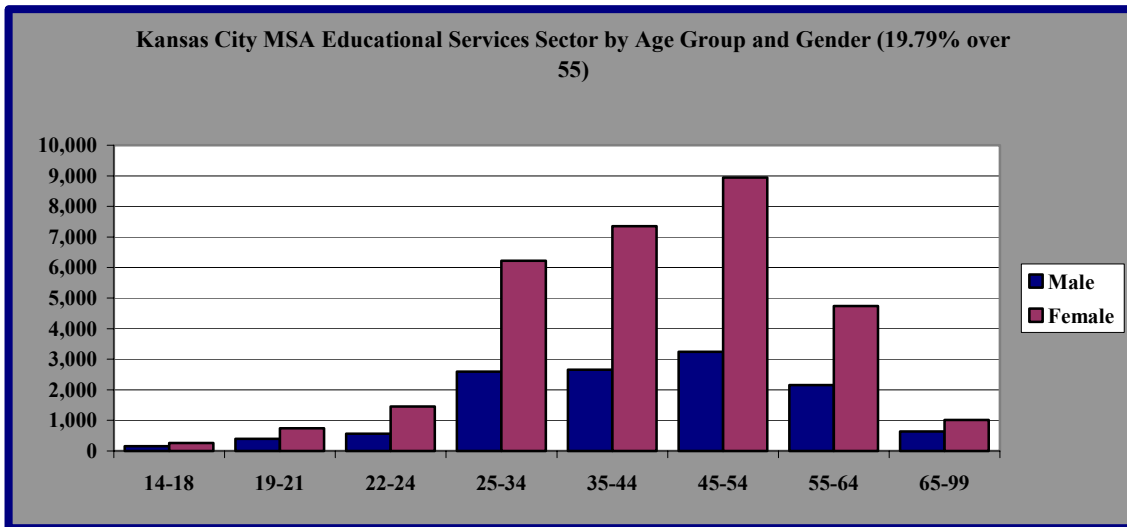
NAICS 11 Agriculture, Forestry, Fishing and Hunting
 NAICS 21 Mining
 NAICS 22 Utilities
 NAICS 23 Construction
 NAICS 31-33 Manufacturing
 NAICS 42 Wholesale Trade
 NAICS 44-45 Retail Trade
 NAICS 48-49 Transportation and Warehousing
 NAICS 51 Information
 NAICS 52 Finance and Insurance
 NAICS 53 Real Estate and Rental and Leasing
 NAICS 54 Professional, Scientific, and Technical Services
 NAICS 55 Management of Companies and Enterprises
 NAICS 56 Administrative and Support and Waste
 NAICS 61 Educational Services
 NAICS 62 Health Care and Social Assistance
 NAICS 71 Arts, Entertainment, and Recreation
 NAICS 72 Accommodation and Food Services
 NAICS 81 Other Services (except Public Administration)
 NAICS 92 Public Administration

All Workers by Age Group

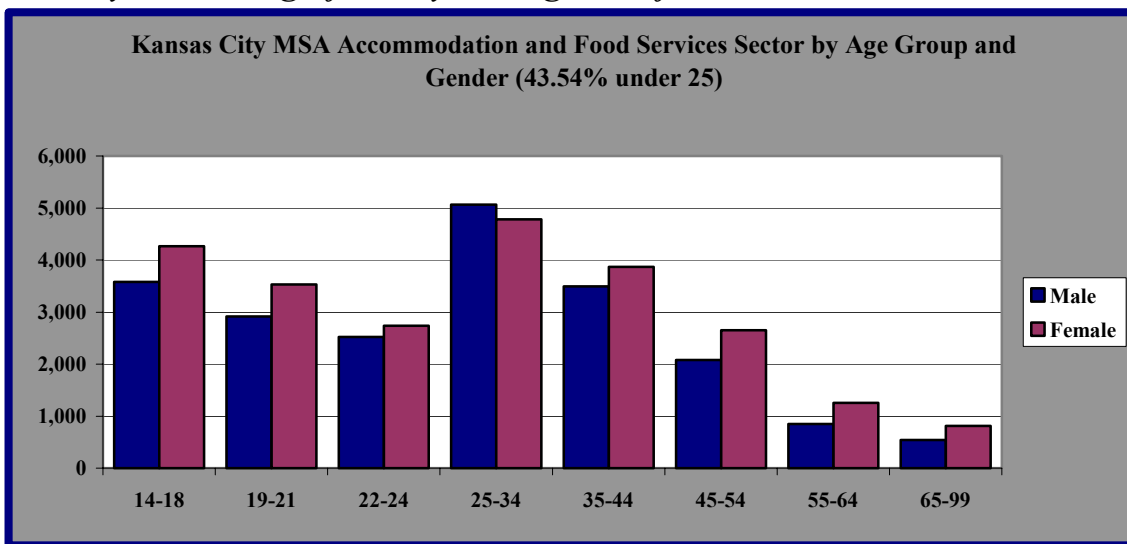


Age composition by industry can determine whether or not local colleges and technical schools are providing enough training for young workers who will be filling in the gaps left by those retiring.

Industry with a Significantly Aging Workforce



Industry with a Significantly Young Workforce



Source: LED, U.S. Census Bureau

What do These Results Mean?

The Educational Services sector has over 19% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

Acknowledgements

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Additional economic information resources can be accessed on the Internet at
www.missourieconomy.org.



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